

INTRODUCTION

I. Term

This plan, effective July 1, 2013, and continuing until June 30, 2016, provides for salary and benefits for employees listed below.

II. Meet and Discuss Schedule

Meet and discuss sessions for a new agreement will begin in March, 2016, and will conclude with Board adoption by June, 2016.

III. List of management employees covered by this plan

- Accountant/Tax Administrator
- Assistant Principal of Hollidaysburg Area Junior High School
- Assistant Principal of Hollidaysburg Area Senior High School
- Assistant to the Business Manager/Board Secretary and Assist. Board Sec.
- Athletic Trainer
- Director of Technology
- Food Service Director
- Principal of Charles W. Longer Elementary School
- Principal of Foot of Ten Elementary School / Cyberschool
- Principal of Frankstown Elementary School
- Principal of Hollidaysburg Area Junior High School
- Principal of Hollidaysburg Area Senior High School

COMPENSATION PLAN

I. Plan Description

The salary increases for all three years of the agreement will be 2.1% annually. All salary increases will be dependent upon satisfactory job performance.

FRINGE BENEFITS

I. General

Other than the health insurance and the lump sum early retirement incentive, Management employees will receive all benefits equal to those granted in the Teachers' Contract.

II. Additional

In addition to the above benefit clause, management employees will also receive the following:

1. Health Insurance, family coverage, as per Highmark PPO Blue High Deductible Health Plan. Annual deductible of \$1,250 individual coverage and \$2,500 for above individual coverage. HASD agrees to contribute the following amounts to a Health Savings Account for the benefit of the employee: \$1,773 in 13-14; \$1,400 in 14-15; and \$1,304 in 15-16. Employees may also chose to contribute additional funds to the Health Savings Account as allowed by IRS regulations. Employee contributions will be made through Payroll Deduction with pre-tax dollars.
2. Prescription benefits, family coverage, as per Highmark PPO Blue High Deductible Health Plan.
3. Dental Insurance, Option II family coverage. Administrators may pay orthodontics premium at their own expense.
4. Vision Benefits of America vision insurance, basic family coverage.
5. Disability Insurance, 66 2/3 of salary after all sick days are exhausted to age 65 or permanent disability.
6. Life Insurance - two times annual salary to the nearest thousand dollars; increased coverage optional, if available, at employee's expense.
7. PSBA Insurance Trust travel accident insurance policy.
8. Accrual of twelve sick days per year, two personal days, and one emergency day. One additional personal day provided for perfect attendance and conversion of emergency to personal day as per teacher's contract. No more than five personal days may be taken in one contract year.
9. Payment at 50% per diem for up to 3 unused vacation (after 12/31) and/or personal days per year. Option to invest payment in Tax Sheltered Annuity.
10. 100% tuition reimbursement based on the Penn State rate for courses approved by the Superintendent.
11. Up to \$350 annual reimbursement for professional memberships.
12. Mileage reimbursement at IRS rate.
13. Up to \$250 reimbursement for annual physical.

FRINGE BENEFITS (contd.)

14. \$1,000 added to salary for earned doctorate -- a one-time adjustment.
15. Annual Board contribution of 1% of salary plus \$55 for every management year of service with HASD to a deferred compensation plan.
16. Retirement benefits: \$75 per day for each unused sick, personal, and emergency day; payment of medical premiums after retirement less the PSERS contribution to age 65; option to purchase life insurance at employee's expense at the group rate.

WORK YEAR

The Accountant/Tax Administrator, Assistant to the Business Manager/Board Secretary, Director of Technology, and Food Service Director are twelve month employees who are required to fulfill the number of work days in the teachers' contract plus 35 days (222 days). Management employees, except as indicated below, shall receive four weeks vacation (20 days) annually. All management employees may carry over up to 10 days from one work year to the next provided that vacation days carried over are used by 12/31 of the current work year.

The Athletic Trainer is a nine month employee (205 days per year) working 18 days beyond the teacher contract (187 days) in consultation with the Athletic Director. Sick, personal, and emergency days are specified as above; there is no vacation entitlement.

Elementary principals are required to fulfill the number of work days in the teachers' contract plus 25 days for a total of 212 work days per year. Elementary principals may trade up to three days off during the school year, and work these trade off days during the summer, with the approval of the superintendent. Sick, personal, and emergency days are specified as above; there is no vacation entitlement.

Secondary principals, Foot of Ten Principal / Cyberschool, and assistant principals are twelve month employees who are required to fulfill the number of work days in the teachers' contract plus 35 days (222 days). Secondary principals shall receive four weeks vacation (20 days) annually and may carry over up to 10 days from one work year to the next provided that vacation days carried over are used by 12/31 of the current work year. Up to three vacation days may be taken during the school year with the approval of the superintendent.

Management Employees' Wage and Benefit Agreement

This agreement, approved by the Hollidaysburg Area School Board and Management Employees, is effective July 1, 2013, and shall remain in full force and effect, to and including June 30, 2016.

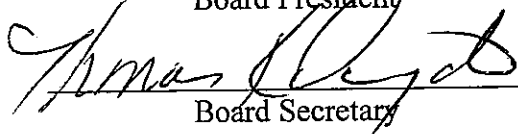
In witness whereof the parties have caused this Agreement to be Executed, intending to be legally bound, the day of year first above written.

Wherefore, the parties hereto have set their hand and seal this 12th day of June (month), 2013.

Hollidaysburg Area School District
Board of School Directors

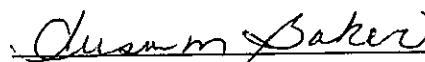


Board President

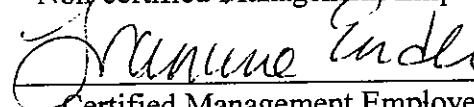


Board Secretary

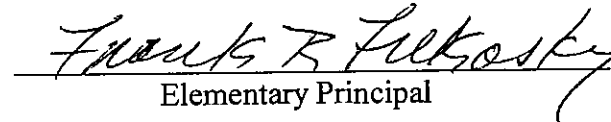
Hollidaysburg Area School District
Management Employees




Non-certified Management Employee



Certified Management Employee



Elementary Principal



Secondary Principal

6/12/13

DATE

6/12/13

DATE

[SEAL]